

Seattle City Council: GESCNA Committee

DRAFT Schedule of Work Plan

Paid Family Leave

March 2016

Analysis of Workforce Equity and Green Sheet 155-1-A-1

March 2016 Mayor's office, SDHR, OCR, CBO, central staff, and CM González staff convene to review work plan, discuss outreach to City employees and framework for providing meaningful answers and solutions to questions posed in Council Green Sheet 155-1-A-1.

Consultant engages in outreach to City leadership, including CMs and department directors.

March 1 **Special GESCNA Committee Meeting**
Presentation of SDHR Workforce Equity Action Plan and feedback from committee members and other attending CMs.

March 14 Workforce Equity Working Group convenes to develop working definition of workforce equity and benchmark.

March 23 **GESCNA Committee Meeting**
Unveil PFL Draft Work Plan

March 30 CBO Launches Survey

April 2016

Issue identification, outreach, discussion

April 2016 Mayor's office, SDHR, OCR, CBO, central staff, CM González staff and consultant's work continues.

April 13 **GESCNA Committee Meeting**
Begin identification and reintroduction of issue:
Presentation by Patricia Lee, Central Staff

Identification and discussion of City of Seattle finance model methodology: Presentation by City Budget Office regarding Workforce Equity Report methodology

April 15 Workforce Equity Work Group (CBO) finishes survey and stakeholder engagement.

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April 27

GESCNA Committee Meeting

Continue identification of issue:

Presentation by academic field expert (TBD)

Presentation by Seattle Women's Commission

SDHR Update on Workforce Equity Plan:

Presentation by Felicia Caldwell and Bailey Hinkley

May 2016

Discussion re Financing/Budget Models

May 11

GESCNA Committee Meeting

Identification and discussion of different financing/budget models, part 1:
Presentation from other jurisdictions that have implemented PFL -
testimony from policy makers in Austin, Chicago, Washington D.C., New
York, etc. (TBD)

May 16

Consultant begins assimilation of technical analysis with stakeholder
engagement.

May 25

GESCNA Committee Meeting

Identification and discussion of different financing/budget models, part 2:
Presentation from other jurisdictions that have implemented PFL –
testimony from New Jersey and Rhode Island (insurance models), San
Francisco & State of California (both state and city benefit).

June 2016

(Analysis of Financing/Budget Models)

June 8

GESCNA Committee Meeting

SDHR Update on Workforce Equity Plan:

Presentation by Felicia Caldwell and Bailey Hinkley

June 22

GESCNA Committee Meeting

July 2016

Discussion of Workforce Equity Report

July 1

Due: SDHR Report on Workforce Equity, including Green Sheet 155-1-A-1
Due: City of Seattle Paid Family Leave Experience

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July 13th	GESCNA Committee Meeting Workforce Equity Report findings and recommendations presented to committee: Presentation by CBO, SDHR and OCR
July 27	GESCNA Committee Meeting City Paid Parental Leave Benefit Presentation: CBO and SDHR
July 28	Paid Family Leave Symposium CMs LG and Bagshaw host a “Paid Family Leave Symposium” at the University of Washington to publicly discuss best practices related to paid family leave in the private sector. Members of business, labor and academic communities will have an opportunity to come together to have a dialogue on these issues.
<u>August 2016</u>	<u>Legislation Drafting</u>
August 10	GESCNA Committee Meeting First Draft Legislation Presentation of Draft Legislation by Patricia Lee, Central Staff
August 18th	<i>Tentative</i> Special GESCNA committee meeting Presentation of revised Draft Legislation by Patricia Lee, Central Staff
August 22-Sept 2	Council in Recess (no committee hearings, council briefings or full council meetings)
<u>September 2016</u>	<u>Council review of legislation</u>
September 14	GESCNA Committee Meeting Discussion and Possible Vote
September 19	Full Council Action